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Office Memorandum • UNITED STATES GOVERNMENT
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TO : Deputy Director for Administration
 Attention: Director of Training
 FROM : Assistant Director for Research and Reports
 SUBJECT: Proposed Curriculum for General Intelligence Training

DATE: MAR 7 1951

REFERENCE: CIA Document No. 55242, subject as above, dated 7 February 1951

1. This Office finds the proposed curriculum a comprehensive and carefully developed approach to the problem of intelligence training. It would undoubtedly produce useful personnel for the fulfillment of CIA's mission. In the lack of knowledge, however, as to the time requirements of the proposed course, this Office has some reservations on the matter.

2. The adoption of this curriculum in the immediate future would pose special problems for O/RR. Our shortage of personnel is so acute that we are forced to try to recruit people who already possess much of the necessary training for our work, and to give them on the job the balance of the special training they need. As our recruitment gets more and more on a replacement basis, we will be able to afford increasingly to delay the recruit's entry on duty so that he may be given a broader understanding of the whole intelligence process such as this course provides.

3. The specific needs of this Office must be considered in the light of several different assumptions.

a. What will be the average expected age of the students?

This Office has two broad requirements for personnel that will affect the training given. First, we need bright, junior people with good academic or industrial training who have special language skills, particularly in the languages of the Soviet orbit. In general it will be necessary to find the people with the academic or industrial background and then teach them the language. The language requirements of most of the persons in this category can be supplied by an intensive course of specialized language training, lasting from six to twelve weeks. Second, we need a number of older people with broad analytical training and experience in economics or industry. Language skills for this category are secondary.

b. What will be the average expected educational level of the students?

This Office needs a wide variety of people with academic and industry training. Those with no industry training should be given some orientation in the realities of industry by conducted tours or short working assignments in selected United States industries. Those with limited academic backgrounds should be given intensive training in research and analytical techniques and all persons should be taught research techniques as they apply to the facilities of CIA. Familiarity with O/CD, FDD, [REDACTED] and the other collection agencies is essential.

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c. What foreign area knowledge will the students have?

While this Office will be primarily interested in persons of economic or industrial background, it will still be essential that they acquire a good knowledge of certain areas. Some means must be devised for teaching them the geographic, political, cultural, and economic background of the area with which they will have to work. This might involve short tours overseas. In some cases it may be desirable to employ area specialists who will need additional training in some phase of economic analysis.

d. At what time in the future will the training course apply?

O/RR is in urgent need of a substantial number of both junior and senior analysts. In general the requirement for senior analysts will have to be met from among people who already have all or nearly all of their training. These analysts will need a rapid indoctrination in the theory and practice of intelligence work in CIA. The junior people will need both this indoctrination and the necessary language training. Once the Office has built up to a strength adequate to handle the major part of its job, new people can be given more detailed training and persons already on duty can be released for further training.

4. A program of training similar to the following would appear to fit the needs of O/RR:

a. Before 1 July 1951.

(1) A three to five day's course of indoctrination for all new analysts with particular emphasis on the items covered in sections I, II, IV, V, VI, VII, VIII, IX, and X of the proposed curriculum.

(2) A special course of intensive language training for selected junior analysts.

b. Before 1 July 1952.

(1) Continued orientation of new analysts covering all items in the proposed curriculum in a three or four weeks course.

(2) Continued language training for new analysts.

(3) A special course of industrial orientation for selected analysts.

(4) A special course in area study for selected analysts.

c. After 1 July 1952.

(1) Continued orientation of new analysts devoting more time to practical problems

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- (2) Continued language training of new analysts.
- (3) Broad area, industrial, or academic training.
- (4) Reorientation of analysts already on duty.

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